

# Seattle Women's Commission Retreat Minutes

Saturday, March 1st, 2025, 10am – 5pm

**Date:** Saturday, March 1, 2025 10AM-5PM

**Location:** Capitol Hill Branch (425 Harvard Ave E., Seattle WA 98102) - Capitol Meeting Room

**Attendees:** Tracy Brown, Hannah Glover, Naseem Ghazanfari, Krystal Guerrero, Eunji Han, Sonia Hitchcock, Marta Idowu, Talley Mills, Whitney Nakamura, Emily Rose Barr, Sebastian Wilson

## Welcome, Recognition of Native Land

"We are currently occupying the unceded lands of many First Peoples; Coast Salish people, Muckleshoot, Suquamish, Stillaguamish, and Duwamish. We acknowledge and thank local First Nations for their centuries of land stewardship that long predates the arrival of European settlers. We remind you to be aware of the spaces you occupy locally, that these lands were stolen from First People in the name of white settler colonialism and that you seek ways to continue your education and give back to local Indigenous communities," From Duwamish Tribe's website.

"We must acknowledge that much of what we know of this country today, including its culture, economic growth, and development throughout history and across time, has been made possible by the labor of enslaved Africans and their descendants who suffered the horror of the transatlantic trafficking of their people, chattel slavery, and Jim Crow. We are indebted to their labor and their sacrifice, and we must acknowledge the tremors of that violence throughout the generations and the resulting impact that can still be felt and witnessed today," by Dr. Terah "TJ" Stewart.

## Moving Forward with Courage and Fortitude

- The Seattle Women's Commission engages with the community and City Council through four key areas: Education, Awareness, Advocacy, and Policy Development.
- Retreat goals:
  - To create a space in which the Women's Commission can begin the team bonding process, work together to foster a culture of appreciation and respect, define behavior expectations, and learn how to collectively provide service excellence to community
  - To communicate powerful affirmations amongst commissioners to learn about each other and develop deeper team connections to work effectively together

- To create a space in which the Women's Commission can develop a work plan for the 2025 focus areas.
- Core Values Reflections exercise
- Stages of Team Development: Forming, Storming, Norming, Performing
- The Drucker Exercise: Understanding commissioners' capacities
  - What am I good at? Identify your skills, abilities, strengths that you are good at, e.g., advocate, developing systems, processes, communication, analytical, connector, inspire, areas of expertise, e.g., reproductive rights, housing, healthcare.
  - What do I value? Please identify what you value in your work life, e.g., justice, Tracy Brown community involvement, commitment to common good.
  - How do I work? What are your most productive times of the day? Do you make lists? Do you require autonomy? Do you work well in teams? Time management.
  - How can I contribute? What can be expected of me within the team based on my skills, abilities, what I value, and how I work?

## **Lunch Break**

### **Focus Areas**

- **2025 Focus Areas:** Gender-based Violence; Reproductive Health; Affordable Housing
- SWC 2024 Focus Areas
- SMART Goals: Specific, Measurable, Attainable, Relevant, Time-based

### **Work Plan Development**

- Affordable Housing
  - Goal 1: Advocating for Seattle City Council to increase affordable housing by adding the necessary provisions to the 2025 Budget proposal and supporting other legislation.
  - Goal 2: Collaborate with local housing organizations and field experts, particularly those focused on women and families, to explore opportunities for partnerships.
  - Goal 3: Share affordable housing resources with the community.

## **Group Photo**

## **History of SWC**

## **Commissioner 101 and SOCR Presentation**

## **Celebration of Accomplishments and Looking Ahead**

- Completed 2024-2025 work plan
- Testified at Budget Hearing
- Honored Angela Garbes at the Jeanette Williams Award Community Event
- Welcomed several new commissioners
- Participated in Affordable Housing Week
- Created an Instagram page
- Shared blog posts
- Women's History Month proclamation
- Sexual Assault Awareness Month proclamation

## **Adjourn**